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## ACADEMIC POSITIONS

University of Alberta, Alberta School of Business  
2022-- Associate Professor  
2015-22 Assistant Professor

University of Oxford, Saïd Business School  
2023 Academic Visitor  
2016 Academic Visitor

## EDUCATION

2016 Northwestern University Ph.D., Management & Organizations  
2009 University of Oxford M.Sc., Management Research  
2008 University of Oxford M.A. (Oxon), Economics & Management  
(replaced B.A. (Hons), in 2016)

## HONOURS AND AWARDS

2024- Eric Geddes Professor of Management, University of Alberta  
2025 Best Published Paper Award, 2024, OMT Division, AoM (for Marti et al., 2024)  
2022 Best Developmental Reviewer Award, *Academy of Management Review*  
2021 Best Developmental Reviewer Award, *Academy of Management Review*  
2020 Emerald Literati Outstanding Author Contribution Award (for Steele et al., 2019)  
2019 NOVA Management of Technology Fellowship, University of Alberta  
2016 Canadian Utilities Fellowship, University of Alberta  
2016 Outstanding Reviewer Award, SAP interest group, Academy of Management

## PUBLISHED ARTICLES

16. Wang, M.S., Lounsbury, M., Toubiana, M. & **Steele, C.W.J.** Forthcoming. Institutional logics as dynamic phenomena: Advancing the study of coherence, durability, and governance. *Research in the Sociology of Organizations*.
15. **Steele, C.W.J.**, Pouthier, V., & Ocasio, W. Forthcoming. Theorizing the character of institutional logics: Insights from the generative logic of hospital medicine, 1996-2016. *Research in the Sociology of Organizations*.
14. **Steele, C.W.J.** & Haack, P. Forthcoming. Collapsing foundations? Integrating the micro and macro dynamics of institutions. *Research in the Sociology of Organizations*.
13. Wang, M. S., & **Steele, C.W.J.**, 2024. From foe to friend: Exploring state-led destigmatization. *Administrative Science Quarterly*, 69(4): 839-880.
12. Marti, E, Lawrence, T.B., & **Steele, C.W.J.**, 2024. Constructing envelopes: How institutional custodians can tame disruptive algorithms. *Academy of Management Journal*, 67(5): 1273-1301.  
*Winner of the Best Published Paper Award, 2024; Organization and Management Theory (OMT) Division, Academy of Management (AoM).*

11. Lounsbury, M., **Steele, C.W.J.**, Wang, M.S., & Toubiana, M., 2021. New directions in the study of institutional logics: From tools to phenomena. *Annual Review of Sociology*, 47: 261-280.
10. **Steele, C.W.J.**, 2021. When things get odd: Exploring the interactional choreography of taken-for-grantedness. *Academy of Management Review*, 46(2): 341-361.
9. **Steele, C.W.J.**, 2021. Exploring the intentionality of institutional logics, their variable orientation towards jurisdictional expansion, and the general significance of their internal dynamics. *Research in the Sociology of Organizations*, 70: 209-220.
8. Hannigan, T., Wang, M.S., **Steele, C.W.J.**, Siedel M-D. L., Cervantes, E., & Jennings, P.D., 2020. Seven suggestions from a cultural network approach for amending COVID-19 policy. *Behavioral Science & Policy*, COVID-19si: 1-14.
7. **Steele, C.W.J.** & Hannigan, T., 2020. Integrating and complicating the micro- and macro-foundations of institutions: Towards a more optometric institutionalism, and an institutionalist optometry. *Research in the Sociology of Organizations*, 68: 19-46.
6. **Steele, C.W.J.**, Hannigan., T., Glaser, V.L., Toubiana, M, & Gehman, J., 2020. Macrofoundations: Exploring the institutionally situated nature of activity. Volume introduction, *Research in the Sociology of Organizations*, 68: 3-16.
5. **Steele, C.W.J.**, Toubiana, M., & Greenwood, R., 2019. Why worry? Celebrating and reformulating ‘integrative institutionalism’. *Research in the Sociology of Organizations*, 65B: 353-369.  
*Winner of an Emerald Literati Outstanding Author Contribution Award.*
4. Wang, M., **Steele, C.W.J.**, & Greenwood, R., 2019. Mentalités and events: Historicizing institutional logics. Dialogue piece, *Academy of Management Review*, 44(2): 473-476.
3. Ocasio, W., Mauskopf, M., & **Steele, C.W.J.** (2016) [all authors contributed equally]. History, society, and institutions: The role of collective memory in the emergence and evolution of societal logics. *Academy of Management Review*, 41(4): 676-699.
2. Pouthier, V., **Steele, C.W.J.**, & Ocasio, W. (2013). From agents to principles: The changing relationship between hospitalist identity and logics of healthcare. *Research in the Sociology of Organizations*, 39(A): 203-241.
1. **Steele, C.W.J.** & King, B. (2011). Collective intentionality and the organization: A meta-ethnography of organizational identity and strategic decision-making. *Advances in Group Processes*, 28: 59-95.

#### ARTICLES CURRENTLY UNDER REVISION

1. Eng, N. & **Steele, C.W.J.** 2<sup>nd</sup> round R&R at the *Academy of Management Review*, special issue on polarization. Title withheld.

#### EDITED VOLUMES AND SPECIAL ISSUES

3. Wang, M.S., Lounsbury, M., Toubiana, M., & **Steele, C.W.J.** Forthcoming. Exploring the Coherence, Durability, and Governance of Institutional Logics: Empirical Directions, *Research in the Sociology of Organizations*.
2. Wang, M.S., Lounsbury, M., Toubiana, M., & **Steele, C.W.J.** Forthcoming. Exploring the Coherence, Durability, and Governance of Institutional Logics: Conceptual Advances, *Research in the Sociology of Organizations*.
1. **Steele, C.W.J.**, Hannigan., T., Glaser, V.L., Toubiana, M, and Gehman, J. [Eds.], 2020. Macrofoundations: Exploring the Institutionally Situated Nature of Activity, *Research in the Sociology of Organizations*.

## ENCYLOPAEDIA ENTRIES

1. Steele, C.W.J. 2025. Legitimacy. *Elgar Encyclopedia of Strategy as Practice*. London: Edward Elgar.
2. Steele, C.W.J., 2016. Collective intentionality. Pp. 130-131 in Craig E. Carroll [Ed.], *The Sage Encyclopaedia of Corporate Reputation*. London: Sage.

## RESEARCH TRANSLATION PUBLICATIONS

1. Forthcoming. Discussion of the dynamics of stigmatization and Wang & Steele (2024), *Administrative Science Quarterly Blog*.
2. 2022. [Why the things we take for granted could be keys to innovation](#). *University of Alberta Folio*.
3. 2021. Podcast episode on [Taken-for-grantedness in interaction](#), *Speaking of Research series*, University of Alberta School of Business.

## DISSERTATIONS AND THESES

- Ph.D. *Analytics in action: The production of data, insight, and validation*. Supervised by William Ocasio (Chair), Klaus Weber, Richard Whittington, and Edward Zajac.
- M.Sc. *Directing praxis? Practice theory, dramaturgy, and middle management: A case study*. Supervised by Sue Dopson.
- M.A. *Analogy in management studies: Its uses and limitations in three key approaches to Oxon management research*. Supervised by Sue Dopson and Felix Reed-Tsochas.

## GRANTS

- 2020 SSHRC IDG. The rise of business analytics: Understanding the hidden data dynamics that are transforming business practices (Co-Investigator; \$201,837).
- 2018 EFF-SAS Award, Conference ecologies: The role of key events in the evolution of cultural toolkits and professions (\$8670).
- 2016 SSHRC IG. Big data and the rise of the data scientist (Co-Investigator; \$53,547).

## INVITED TALKS

- 2023 University of Oxford (Saïd Business School)  
University of Bath (School of Management)
- 2021 Erasmus University (Rotterdam School of Management)  
Warwick University (Business School)
- 2019 Stanford University (Department of Management & Engineering)
- 2018 City University of London (Bayes Business School)
- 2015 University of Oxford (Saïd Business School)  
University of Alberta (Alberta School of Business)
- 2014 EMLYON  
Boston College (Carroll School of Management)

## CONFERENCE PRESENTATIONS

29. Steele, C.W.J. (August, 2025). Institutions and identities. Symposium presentation. AoM, Copenhagen.
28. Steele, C.W.J. (August, 2025). Interpretive systems: Thoughts on integration. Showcase symposium presentation. AoM, Copenhagen.  
*Nominated: Best Symposium, Managerial & Organizational Cognition Division*

27. Steele, C.W.J. (August, 2025). New practice emergence and interactional choreographies. Professional development workshop (PDW) presentation. AoM, Copenhagen.
26. Steele, C.W.J. (August, 2024). Institutional logics meet diversity, equity and inclusion. Symposium presentation. AoM, Chicago.
25. Steele, C.W.J. (August 2023). History and institutions. PDW presentation. AoM, Boston.
24. Steele, C.W.J. (August 2023). Practices and institutions. PDW presentation. AoM, Boston.
23. Steele, C.W.J. (August 2021). Phenomenology and taken-for-grantedness. PDW presentation. AoM, virtual.
22. Steele, C.W.J. & Wang, M.S. (August 2019). The logics of history, and the historicity of logics. Symposium presentation. AoM, Boston.
21. Steele, C.W.J. (August 2019). Pondering the truth machine. PDW presentation. AoM, Boston.
20. Steele, C.W.J., & Glaser, V. (July 2019). Reworking the ‘truth machine’: Crafting epistemic practices in business analytics. Paper presentation. European Group for Organization Studies (EGOS), Edinburgh.
19. Steele, C.W.J., & Pouthier V. (June 2019). Of semiotic sieges: How institutional logics capture and harvest collective identities. Paper presentation. European Theory Development Workshop (ETDW), London.
18. Steele, C.W.J., & Glaser, V. (August 2018). Conferences as cartographic societies: The role of conferences in constituting and sustaining the field of business analytics. Symposium presentation. AoM, Chicago.
17. Steele, C.W.J., & Glaser, V. (June 2018). Conferences as cartographic societies: The role of conferences in constituting and sustaining the field of business analytics. Paper presentation. ETDW, Vienna.
16. Steele, C.W.J., & Glaser, V. (June 2018). Conferences as cartographic societies: The role of conferences in constituting and sustaining the field of business analytics. Paper presentation. Alberta Institutions Conference (AIC), Edmonton.
15. Steele, C.W.J. and Pouthier, V. (October 2017). Identity as territory: Collective identities and the evolution of institutional logics. Paper presentation. Meanings Across Levels workshop, Queen’s University, Kingston.
14. Steele, C.W.J. & Weber, K. (August 2017). Material moralities. Symposium presentation. AoM, Atlanta.
13. Wang, M.S. & Steele, C.W.J. (July 2017). Socializing the market: Institutional de- and re-composition during the marketization of China, 1974-2004’. Paper presentation. EGOS, Copenhagen.
12. Steele, C.W.J. & Pouthier, V. (June 2017). Collective identities and the evolution of institutional logics: The metaphor of identity as territory. Paper presentation. ETDW, Zurich.
11. Steele, C.W.J. (August 2016). Epistemic legitimacy: Rethinking institutional legitimacy through engagement with analytics. Symposium presentation. AoM, Anaheim.
10. Steele, C.W.J. (June 2016). Institutional legibility. Paper presentation. EGOS, Naples.
9. Steele, C.W. J., & Ocasio, W. (August 2015). The role of the community in cultural entrepreneurship: The production of a cultural toolkit. Showcase symposium presentation. AoM, Vancouver.
8. Steele, C.W.J (August 2014). Reading the field: Some consequences of the differing legibility of institutional arrangements. Paper presentation. AoM, Philadelphia.

7. Steele, C.W.J (April 2014). Reading the field: Some consequences of the differing legibility of institutional arrangements. Paper Presentation. Kellogg-Booth Student Symposium.
6. Steele, C.W.J, & Pouthier, V. (April 2013). The co-evolution of identities and logics: Exploring the metaphor of identity as territory. Paper presentation. Kellogg-Booth Student Symposium.
5. Steele, C.W.J, Pouthier, V., & Ocasio, W. (June 2012). The generativity of institutional logics. Paper presentation. AoM, Orlando.
4. Steele, C.W.J, & Pouthier, V. (August 2012). The work of identity: The influence of collective identity on the emergence, expansion and contraction of institutional logics. Symposium presentation. AoM, Boston.
3. Steele, C.W.J, Pouthier, V., & Ocasio, W. (June 2012). The generativity of institutional logics. Paper presentation. ABC Network Conference on Institutional Logics, Banff.
2. Steele, C.W.J, Pouthier, V., & Ocasio, W. (August 2011). From agents to principles: Hospitalist identity and the emerging logic of hospital medicine. Roundtable session. AoM, San Antonio.
1. Steele, C.W.J, Pouthier, V., & Ocasio, W. (July 2011). From agents to principles: Hospitalist identity and the emerging logic of hospital medicine. Paper presentation. EGOS, Gothenburg.

## CONFERENCE ORGANIZATION

- 2024/5 Chair of the organizing committee for the 7<sup>th</sup> Alberta Institutions Conference, *Crafting Futures: Institutions and their Implications*, and member of the organizing committee for the associated Doctoral Workshop.
- 2020/1 Organizing committee for the 6<sup>th</sup> Alberta Institutions Conference, *Organizations and Institutions in the Era of Crises*.
- 2019 Co-organizer for the IDEAS Workshop, University of Alberta.  
Co-organizer for PDW: Understanding analytics: Methods to investigate big data, algorithms and culture. AoM, Boston.
- 2018 Co-organizer and co-chair for PDW: On the shoulders of giants: Contemporary lessons from Erving Goffman. AoM, Chicago.  
Co-organizer for symposium: Beyond the bridge: New frontiers for scholarship on institutions and identity. AoM, Chicago.  
Co-organizer for symposium: Crafting Truth: Challenges, tactics, and repercussions of cultural authority in analytics, AoM, Chicago.
- 2017/8 Organizing committee for the 5<sup>th</sup> Alberta Institutions Conference, *What of Macro-foundations? Rediscovering the constitutive power of institutions*  
Co-Organizer and panellist: Doctoral workshop. AIC, Alberta
- 2017 Co-Organizer and chair for symposium: Theorizing with history: Lessons from the study of institutional logics and imprinting. AoM, Atlanta.
- 2016 Co-Organizer for a SASE mini conference: Morality and materiality in markets. Berkeley, California.  
Co-Organizer for PDW: Explorations in performativity: Rationality in action. AoM, Anaheim.  
Co-Organizer and co-chair for symposium: Analytics at work: Implications for technology, innovation, and organizations. AoM, Anaheim.
- 2012 Co-Chair for symposium: Institutional logics and identity: Entangling and unentangling the two concepts. AoM, Boston.

## TEACHING

- Scheduled: Philosophy of Science (doctoral, Alberta)  
2016-Present Introduction to Management (undergraduate, Alberta)
- 2026 & 2024 Institutional Theory: Canonical & Current Themes (doctoral, Alberta)  
2025 Strategic Management (doctoral, Alberta)  
2025-2016 Strategy and Innovation (undergraduate, Alberta)  
2022 The Socio-Political Environment (3 iterations, 1 session, executive education)  
2021 Introduction to Ethnography (doctoral, Alberta; voluntary teaching)  
2020 Foundations of Sociological Theory (doctoral, Alberta; voluntary teaching)  
2012/3 Medical humanities: The politics of life (medical students, Northwestern)

## PHD SUPERVISION

- Sole Supervisor: Julian Faid (University of Alberta, 2025-present)  
Co-Supervisor: Cecilia Mass (University of Alberta, incoming)  
Natalie Eng (University of Alberta, 2020-present)  
Jennifer Sloan (University of Alberta, 2019-2025)

Committee Member: Joseph Owusu (University of Alberta, 2019-2023)

- 2023 Candidacy Committee Chair for Logan Crace (University of Alberta)  
2018 Dissertation Committee member for Chang Lu (University of Alberta)  
2017 Proposal Committee member for Leanne Hedberg Carlson (University of Alberta)  
Proposal Committee member for Paula Ometto (University of Alberta)  
2016 Proposal Committee member for Chang Lu (University of Alberta)

## PROFESSIONAL SERVICE

- 2023- Editorial board: *Academy of Management Review*  
2019- Editorial board: *Journal of Management Studies*
- 2025- PhD Coordinator for the SEM Department (University of Alberta)  
2024- Member of the University Graduate Scholarships Committee (University of Alberta)  
2023- Course Coordinator for SEM 210, Introduction to Management (University of Alberta)
- 2020- Advisory Board Member for Swiss NSF Grant: How ‘new work’ settings shape organizational identity beliefs (347,499 CHF; approximately \$465,000)
- 2021 Table discussant: PDW on language, meaning and organizing. AoM, virtual.  
Mentor: Strategy teaching clinic. AoM, virtual.
- 2020 Table discussant: PDW on language, meaning and organizing. AoM, virtual.  
Mentor: OMT Doctoral Consortium. AoM, virtual.  
Member, OMT Research Committee (Best Symposium Award)
- 2019 Chair, paper session: Professions and institutions. AoM, Boston  
Co-organizer for OMT Café: Practice-driven institutionalism. AoM, Boston.  
Mentor and Speaker: OMT Doctoral Consortium. AoM, Boston.
- 2018 Table discussant: PDW on advancing SAP research. AoM, Chicago.
- 2017 Co-organizer for OMT Café: Practice-driven institutionalism. AoM, Atlanta.  
Panellist for sub-theme: The multiplicity of institutional logics. EGOS, Copenhagen.

2016 Co-Organizer for OMT Café: Institutional Logics. AoM, Anaheim.

Ad-hoc reviewer: *Academy of Management Journal*, *Administrative Science Quarterly*, *Organization Science*, *Organization Studies*, *Organization Theory*, *Strategic Management Journal*, and AoM annual meeting.